



*“We must have a place where
children can have a whole
group of adults they can trust”*

– Margaret Mead

Annual Profile of Child Care Centers in GSA Space

U.S. General Services Administration

Public Buildings Service

January 2000

Data collected
as of
October 1999

GSA's Child Care Program: Serving Federal Employee Families Nationwide

GSA's Child Care Program allows families of Federal employees to receive quality child care in centers located in GSA-managed space throughout the United States.

GSA works in partnership with Federal agencies and boards of directors to select high quality child care providers. We strive to take advantage of the best available child care resources within each local community. Overall program guidance and standards are prioritized in formal licensing agreements.

*"Family friendly
programs cut costs
and lift productivity
while improving
service and employee
retention."*

— National Academy of Public Administration

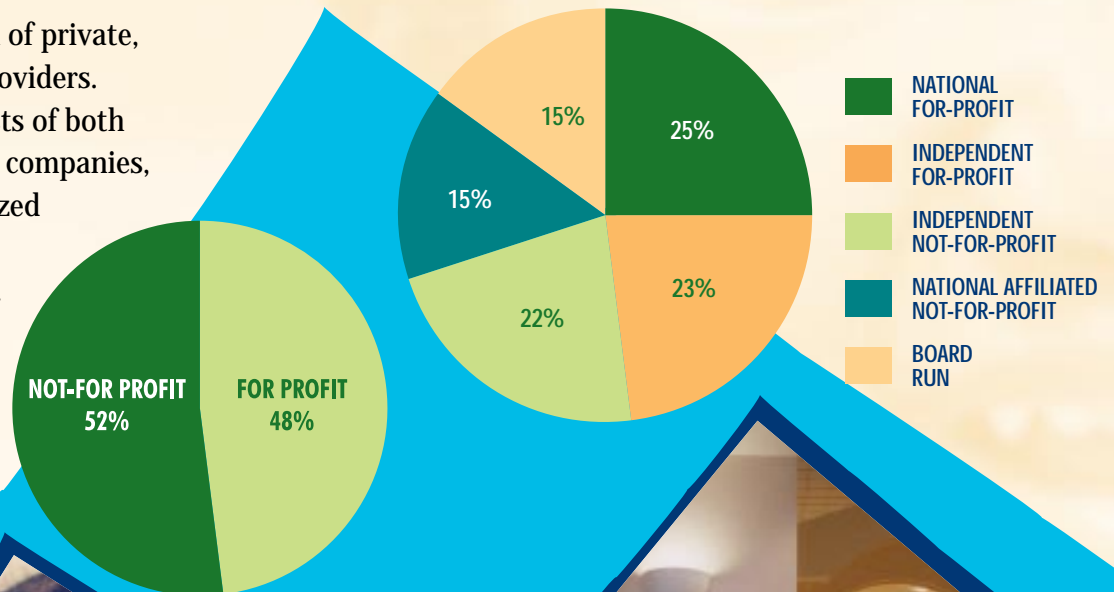
Title 40 of the United States Code, Section 490b, as amended, gives Federal agencies the authority to establish child care centers for Federal families without charge for rent or services. The Code, known as the Tribble Amendment, requires that at least 50% of the children enrolled in a center be children or dependents of Federal employees. The remaining enrollment may be open to the general public.



Managed by the Best in National and Local Providers

GSA oversees a network of private, market-based child care providers. This network, which consists of both for-profit and not-for-profit companies, includes nationally recognized providers as well as small independent organizations.

WHO PROVIDES OUR CHILD CARE



Providing Quality Facilities

Currently, 113 child care centers operate in 31 states and the District of Columbia. We added two new centers in 1999 and more are planned. All new centers and renovations reflect state-of-the-art child care designs and are built to promote child oriented, developmentally appropriate, efficient and effective environments in accordance with the GSA Child Care Design Guide PBS P140.

Reflecting Diverse Local Needs

PROGRAMS

- 91% provide infant care
- 22% provide kindergarten (state-approved) programs
- 67% provide drop-in/emergency care
- 29% provide summer programs for school-age children
- 20% provide before/after school programs

Each community establishes priorities for its center within the quality guidelines set by GSA. As a result, GSA's Child Care Program serves a rich geographic and demographic diversity of Federal families.

"Childhood is a place as well as a time."

— Mary Sarton

OPERATING HOURS

- 89% of the centers are open 11 or more hours per day
- Open hours range from 9-13 hours per day

ENROLLMENT FIGURES

Total National Enrollment
... 7,865

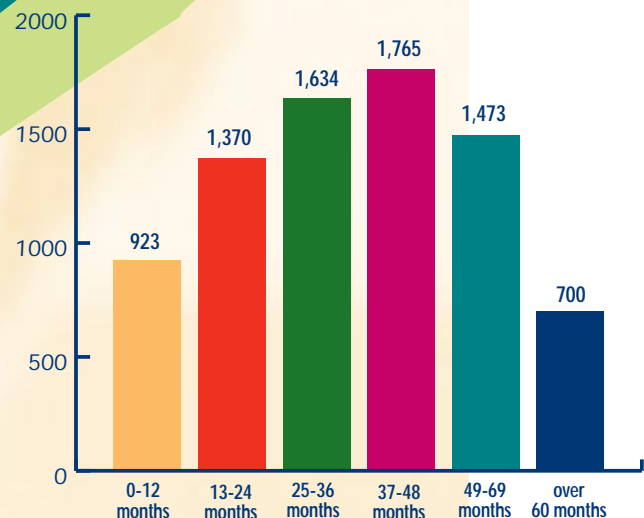
Full-time Enrollment
... 6,603

Part-time Enrollment
... 1,262

Enrollment from Federal families
... 4,338

Enrollment from Non-Federal families
... 3,527

AGE GROUP OF CHILDREN IN CENTERS



Providing Quality, Accredited Care

All centers operating in GSA managed space are required to achieve accreditation from the Academy of Early Childhood Programs, a division of the National Association for the Education of Young Children (NAEYC). Health and safety, staffing, staff qualifications, physical environment and administration are all reviewed during accreditation. 77% of eligible centers are accredited.

STAFFING LEVELS AND EXPERIENCE

- Centers employ 1,651 full-time staff and 406 part-time staff (caregivers, administrators and support staff)
- 67% of Directors have 10 or more years experience in early childhood education
- Average tenure for directors in a center is 3 years

STAFF SALARIES

	RANGE	AVERAGE
Director	\$19,344-\$58,365	\$33,668
Highest paid teacher salaries . .	\$15,142-\$55,910	\$26,298

STAFF BENEFITS

98% of centers provide paid vacation, 87% provide paid sick leave, and 96% offer health insurance. 90 centers contribute 50% or more of the employee's premium. 69% of centers offer a retirement plan.

STAFF TURNOVER

- Average number who left centers in the 12-month period: 8
- Average annual turnover rate: 42%
- Average turnover rate for full-time teaching staff: 38%

OFFERING MARKET-DRIVEN, FEE-BASED CARE

Cost of care in GSA Child Care Centers is determined locally. Tuition rates vary according to geographical location, services offered, number of operating hours, size of center and other criteria. Federal agencies do not subsidize operating costs. Instead, parent fees are assessed.

TUITION DATA

AVERAGE TUITION PER WEEK:

	Federal	Non-Federal	Tuition Ranges:
Infants	\$159	167	\$90-240
Toddlers	\$151	158	\$90-240
2s	\$136	142	\$85-217
Pre-school	\$121	126	\$75-200
Kindergarten	\$114	119	\$50-166

TUITION ASSISTANCE

Because the cost of high quality care is not affordable for many families—even when the government provides space and equipment—tuition assistance is critical.

- 100% of the centers offer a tuition assistance program
- 1,766 families received some form of tuition assistance at some time between October 1998 and September 1999.
- Centers reported a total of \$1,060,286 was distributed from a variety of sources—\$361,942 from Combined Federal Campaign/United Way contributions and the balance primarily from state funds, recycle funds or fundraising events run by the boards of directors.
- 80% of the Centers received Combined Federal Campaign and/or United Way contributions
- 41 centers participated in the USDA Food Program



A New Opportunity

Public Law 106-58, authorizes Federal agencies to use appropriated funds to assist their lower income employees with the cost of child care.

We plan to track the impact that this legislation has on the use and affordability of our child care network by federal employees.

*“Children’s faces looking up
holding wonder like a cup”*

–Sara Teasdale

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<http://www.gsa.gov/pbs/centers/child/child.htm>



Data Sources

Surveys were distributed to each center in GSA space in October 1999. The information provided by centers was in terms of their status as of October 15, 1999. Completion of the survey typically involves the center director, the provider and the board of directors.

The results of these surveys provide GSA and its client agencies with an updated analysis of center operations. The results are also used for legislative briefings and to provide policy makers with accurate information about GSA's Child Care Program.